Advanced Labour Law

Academic Year: (2020 / 2021) **Review date: 09-07-2020**

Department assigned to the subject: Social and Private International Law Department

Coordinating teacher: PEREZ DEL PRADO, DANIEL

Type: Electives ECTS Credits : 3.0

Year : 1 Semester : 2

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

No previous courses are required

OBJECTIVES

Basic, generic and specific competencies that students must achieve in this module:

- Basic competencies: CB6, CB7, CB8, CB9 y CB10
- Generic competencies: CG1, CG2, CG3, CG4, CG5, CG6
- Specific competencies: CE5, CE6, CE7, CE8, CE9, CE10

Students: learning outcomes in this module

- To understand the overall functioning of institutions and the labour market in determining employment levels and wage formation.
- To understand the evolution and development of the regulation on the labour market and social and labour policies.
- To understand and implement the legislation and recognition of human rights and gender issues.
- To know the general characteristics of social and employment policies, with special attention to the public policy of equality.
- To do analysis and diagnosis, supporting and making decisions regarding employment policies.
- To analyse the legal regime of the various areas that affect employment policies: promotion, unemployment protection, maintenance of employment, job placement, training, etc.
- To know the regulation of the employment programs in the areas of the European Union, the State and the Autonomous Regions, and, in this sense, knowing the distribution of jurisdictions, specifically the legislative one, the legislative development one and the implementation between the territorial political institutions and the administrations that affect employment.
- To know and apply Human rights regulation and gender issues.
- To understand the general characteristics of social policies and, particularly, equal treatment policies.
- To discuss the strategic importance of compensation to organizational performance.
- Preparation of payroll and social security.
- To understand the rules to be considered in the development of the wage statement.
- To analyse labour agreements and the importance in determining pay conditions of workers.

DESCRIPTION OF CONTENTS: PROGRAMME

Advanced Labour Law
- Types of employment contracts
- Statutory Rights and Duties
- Permanence and variation of the employment relationship.
- Termination of the employment relationship.
- Equal treatment and non-discrimination
- Privacy and data protection.
- Freedom of association
- Collective bargaining agreements
- Collective disputes.
- Labour inspectorate and Labour Courts
- Social security.
- Labour Accounting.
- Procedural Labour Law

LEARNING ACTIVITIES AND METHODOLOGY

LEARNING ACTIVITIES AND METHODOLOGY
AF1: Theoretical lessons.
AF2: Problems and case solving in the classroom.
AF3: Individual work for case solving and simulations.
AF4: Working groups for case solving and simulations.
AF5: Individual presentations
AF6: Groups presentations
AF7: Self-work
AF8: Tutorials

Additional remark: without prejudice to the above, the Master in Human Resources Management will be taught next academic year 2020/21 partly Synchronous Online Teaching combining with on Campus small classes to ensure the prevention and social distancing measures in classrooms.

ASSESSMENT SYSTEM

Evaluation system and grading

The course is based on a continuous assessment system. Thus, the final grade will depend entirely on the activities during the course:

¿ % end-of-term-examination 0
¿ % of continuous assessment (assignments, laboratory, practical activities...) 100

% end-of-term-examination:	0
% of continuous assessment (assigments, laboratory, practicals…):	100

BASIC BIBLIOGRAPHY

- Gomez Abelleira, F. J. Handbook of Spanish Employment Law, Tecnos, 2012
- Peters, D. Social Security: An Introduction to the basic Principles: Revision, Kluwer Law International, Latest edition